

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**MEETING MINUTES****Monday, February 22, 2021, 9:30-11:00am****Zoom Meeting:** <https://ucmerced.zoom.us/j/2092009728>

Zoom Phone: 1 669 900 6833, Meeting ID: 209 200 9728

Materials Available on Box:<https://ucmerced.box.com/s/57vb795a206mse6di8gf8hpvrnx9z9n2>

Pursuant to the call, the meeting was convened at 9:32AM, with Chair Sandoval-Hernandez presiding.

I. Discussion Item: Proposed Revisions to UC Merced Senate Bylaws -Senate Executive Director Fatima Paul, and Guest, CRE Vice Chair Anna Song – 25 min (9:30-9:55)

CRE Chair requested D&E to propose a revised language for the [proposed preamble](#) to the bylaws, to include a diversity statement in the Bylaws. D&E's draft memo on the current draft preamble is [here](#). A related memo from 2016 is [here](#). After some discussion, D&E members agreed that the preamble should acknowledge the legacy of white supremacy and patriarchy. CRE representatives stated that, if D&E proposed a new language, it would be reviewed by other committees, to ensure consistency between D&E's proposal and the revisions proposed by some of the committees that included language on equity, diversity, and inclusion. At the suggestion by AVPF Valdez, CRE will request FWAF to review D&E's proposed language prior to the next DivCo meeting if time allows.

ACTION: Members Malloy and Menke will distribute a draft by March 3 to D&E members and Guest Martin, for submission to CRE by March 5, for inclusion in the March 12 DivCo Meeting.

II. Update on Consideration of DEI Work in Promotion -Members Menke and Sindi – 5 min (9:55-10:00)

Member Menke reported on the campus developments to date. MAPP modified its language in 2014 in response to APM 210-d, which states “Contributions in all areas of faculty achievement that promote equal opportunity and diversity should be given due recognition in the academic personnel process.” The D&E committee in 2016-17 considered adoption of a Step-plus system as used at UC Davis, but decided against pursuing it. AVPF Valdez added that discussions are still continuing in the AVAP’s office, in consultation with CDO Matos and the Provost. She added that Berkeley does a half-step system, and UCM has not ruled on which one, or their feasibility. A member suggested that D&E call for a joint taskforce for the administration and the Senate to examine the models and present a joint proposal.

ACTION: Member Menke will meet with AVPF Valdez for further consultation.

ACTION: Member Menke will further research the D&E’s decision against pursuing the implementation of the step-plus program in 2017.

ACTION: Members Sindi and Menke will draft a memo urging adoption of a system to recognize EDI work in promotion, that it is an embarrassment that the campus lacks such a system. The memo will be reviewed via email, by D&E members, and UCMBA and SFCA.

III. PROC Update (for 2/8 meeting) and Discussion -Member Malloy, Guest Assistant EVC/Provost Laura Martin – 30 min (10:00-10:30)

Due to lack of time, the updates were not provided. D&E members discussed the materials from the January 19 PROC discussions, about WASC’s key indicators and comparative schools for UC Merced, which are [here](#). Questions were raised about whether the “peer institutions” for UC Merced were adequately chosen, to which Guest Martin responded that WASC utilized a standard process that begins with the Carnegie classification. WASC used the data on income provided by a federal government agency (IPEDS), which does not take geographical locations and student population characteristics (such as % Hispanic) into consideration. Discussion ensued regarding whether the presented data accurately demonstrates financial wellbeing of UCM graduates who

continue to reside in the region. Guest Martin will address the WASC report at future PROC meetings. It was suggested that the report consider inclusion of the income trajectory, as data shows an improvement overtime.

IV. Chair's Updates -Chair Sandoval-Hernandez – 15 min (10:30-10:45)

- A. DivCo meeting (2/5 and 2/19)—1)Alpha Financial. Following the 2/5 discussion on the procurement process and the new system that is highly ineffective, Interim CFO Schnier attended the 2/19 meeting for consultation. 2) Vaccine Distribution. There is not enough supply being distributed. There is no concrete schedule for when and who would be vaccinated at this time. 3) The proposal for the ORU-Community and Labor Studies Center was discussed, and budgetary questions arose (where funding would be coming from). 4)Taskforce on Valuing Black Lives reported to DivCo and stressed the need to serve the underrepresented in the Merced community, by strengthen the relationship and encouraging enrollment from Merced's under-represented minorities. Guest Martin stated that some Merced community Black members did not feel welcomed to UC Merced, and suggested community service and outreach in that area, invite them to campus to do activities on campus. 5) Senate Service Expectations. CAP considers that currently a disproportionate burden falls on junior faculty, and senior faculty need to be more active in Senate service. DivCo members' responses varied, and will discuss this further at the next meeting. A D&E member stated that some faculty were not approached until after tenure about serving in the Senate. Another member recommended setting expectations by abiding by the principle of community as a basic requirement for senate service, in reference to the recent Twitter incident.
- B. Senate Award Committee (3 members, one from each school)—The committee members are Carrie Menke (SNS), Sean Malloy (SSHA) and Josue Medellin-Azuara (SOE).

V. Vice Chair's Updates -Vice Chair Medellín-Azuara – 5 min (10:45-10:50)

- A. Anti-Racism Workgroup---Senate Action Plan on Anti-racism. A subgroup on campus climate issued a report, with recommendations to conduct a consistent survey, include data on minority, and make it available to the wider campus, possibly as a dashboard. The Workgroup reviewed the preamble language, and will discuss the use of the funds provided by the Chancellor at its next meeting.
- B. Faculty-Graduate Student Conflict Resolution Infrastructure Workgroup—meeting was held on 2/8. A need for faculty advocate and a clear process (a flow chart) was mentioned. Discussion of the dispute resolution board is planned in March. AVPF Valdez informed the group on the difference between informal and formal processes. The workgroup continues to strive to develop a clearer process.

VI. Consent Calendar – 0 min (10:50-10:50)

- A. Approval of today's agenda
- B. Approval of the 1/25/21 Meeting [Minutes](#)

ACTION: The Consent Calendar was approved as presented.

VII. New Items? No new items were introduced.**VIII. Informational Items**

UCFW/UCAADE joint [letter and recommendations](#) for mitigating COVID impacts on faculty—Chair indicated the Committee would discuss this item at the next meeting.

The meeting was adjourned at 11:04AM. Due to lack of time, the item below was not discussed at this meeting:

IX. Executive Session: CCGA Proposal—Master of Data Science and Analytics – 10 min (10:50-11:00)

Per system level guidelines, all CCGA Proposals contain a section on contributions to diversity. In this proposal, contributions to diversity are addressed in page 16, and pages 50-52.

Recommended Action: Identify two lead reviewers.

Att. by Chair Sandoval-Hernandez.